



- **Working Well:** Employment support for people with convictions, delivered through the following programmes:
- i. **Working Well in the Community:** Employability support based in Probation and NIACRO Offices across Northern Ireland.
- ii. **Working Well in the Prisons:**
  - POST (Positive Outcomes for Short Term Prisoners). Available in Hydebank Wood, Maghaberry and Magilligan to support prisoners serving sentences of 12 months or less to engage with services and programmes to enhance skills and support them towards release and resettlement.
  - Employability Support for people in Maghaberry Prison and 'through the gate' (at and following release from custody).

- In the community and in prison, Working Well supports individuals to: build confidence / self-esteem; access realistic career options advice; access work placements; work towards sector-specific skills/training; prepare for interviews; prepare etc. Support is available to men and women, with a specialist team supporting women.
- iii. **Disclosure Advice available to:**
- individuals requiring specialist advice to understand how to disclose a conviction or who require support if they have faced or are facing discrimination relating to their conviction.
  - employers/other institutions for compliance with legislative requirements, assessment of risks and dispelling myths.

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# Services

NIACRO works to reduce crime and its impact on people and communities. We support:

**Children and young people** who are perceived to be vulnerable to offending, believing that early interventions can support children and young people to make positive life choices and avoid risk-taking behaviours.

**Families who are affected by imprisonment**, believing that people in prison and their families have the right to maintain (or not) relationships and that helping families access services strengthens their ability to cope.

**Adults who have offended or who are perceived to be vulnerable to offending**, in the community and in custody, believing that supporting them to make positive choices contributes to desistance from crime.

- JUSTICE:** We believe that everyone in society has the right to be supported and treated fairly.
- DIGNITY:** We respect and value the worth of every individual and their family
- CITIZENSHIP:** We recognise that members of society have both rights and responsibilities.
- ANTI-VIOLENCE:** We recognise and oppose violence and the threat of violence.
- ACCOUNTABILITY:** We are accountable for all aspects of our work.



## NIACRO Children and Family Services

- **Child and Parent Support (CAPS):**  
one to one child and parent support for 8–13 year olds at risk of offending, based on individual and family need.
- **Early Intervention Support Service (EISS):**  
support for families with children 0-18 years when difficulties arise, before involvement with statutory services is necessary. Delivered in Belfast and Southern Health & Social Care Trust areas.
- **Family Support Hubs:** groups of voluntary, community and statutory organisations matching requests for family support to appropriate services.

NIACRO is represented on all Hubs in Belfast and Southern Trust areas, and hosts the Craigavon & Banbridge Family Support Hub (responsible for accepting referrals and co-ordinating responses).

- **Independent Representation (IR) Scheme:**  
visits young people living in Lakewood Secure Care Centre and represents their concerns to Lakewood staff members for consideration.
- **Independent Visitor (IV) Scheme:**  
volunteer-led independent befriending and support service to young people aged under 18 who are 'looked after' by the Belfast and South Eastern Health and Social Care Trusts and have infrequent or poor quality contact with a parent or person with parental responsibility for them.

- **Children with Imprisoned Parents (CHIP):**  
identifying and supporting children with a parent in prison to access early intervention services in their communities.
- **SCOPE:**  
one-to-one support to children and young people who have a family member in prison.
- **Family Links:**  
practical and emotional support to help families cope during the imprisonment of a family member.
- **Transport Service:**  
to all 3 prisons in Northern Ireland to support family contact during periods of imprisonment.
- **Families and Money Matters (FAMM):**  
debt and money management advice to families of people in prison.

## NIACRO Adult Services

- **Aspire:**  
In partnership with the Probation Board for Northern Ireland, working with marginalised young men (aged 16 to 30) who are at risk of becoming involved or further involved in criminality, to prevent and reduce offending and enable young men to develop their full capacity. NIACRO delivers two parts of Aspire:
  - (i) Aspire Mentoring Service: mentoring programme for young men under PBNI supervision, leaving prison or in the early stages of a community sentence.
  - (ii) Aspire Community Engagement: a range of interventions including restorative approaches to young men who are not in the formal criminal justice system.

- **Assisting People and Communities (APAC):**  
Support to help people who are experiencing difficulties to maintain their tenancies, thereby helping to prevent homelessness as a result of anti-social behaviour.
- **Supporting Tenants from Ethnic Minorities (STEM):**  
support to people whose tenancy may be at risk due to harassment or intimidation because of their ethnicity.
- **Get Real:**  
help for those with hate crime offences, those at risk of committing such offences and for the victims of hate crime. Designed to acknowledge the hurt and damage caused and to move forward with greater tolerance. This is achieved through restorative interventions, community-based education and training for criminal justice agencies.

- **Base2:**  
crisis intervention project offering clarification, support and mediation to individuals and families at risk of violence or exclusion from their community.
- **Welfare Advice:**  
providing people in prison, their families and people in the community with accurate advice to help them access benefits and manage money effectively.
- **Women's Project:**  
support to women who have been released from custody and for women in the community through a programme of weekly group activities. Accessible too to women on day-release from custody.